

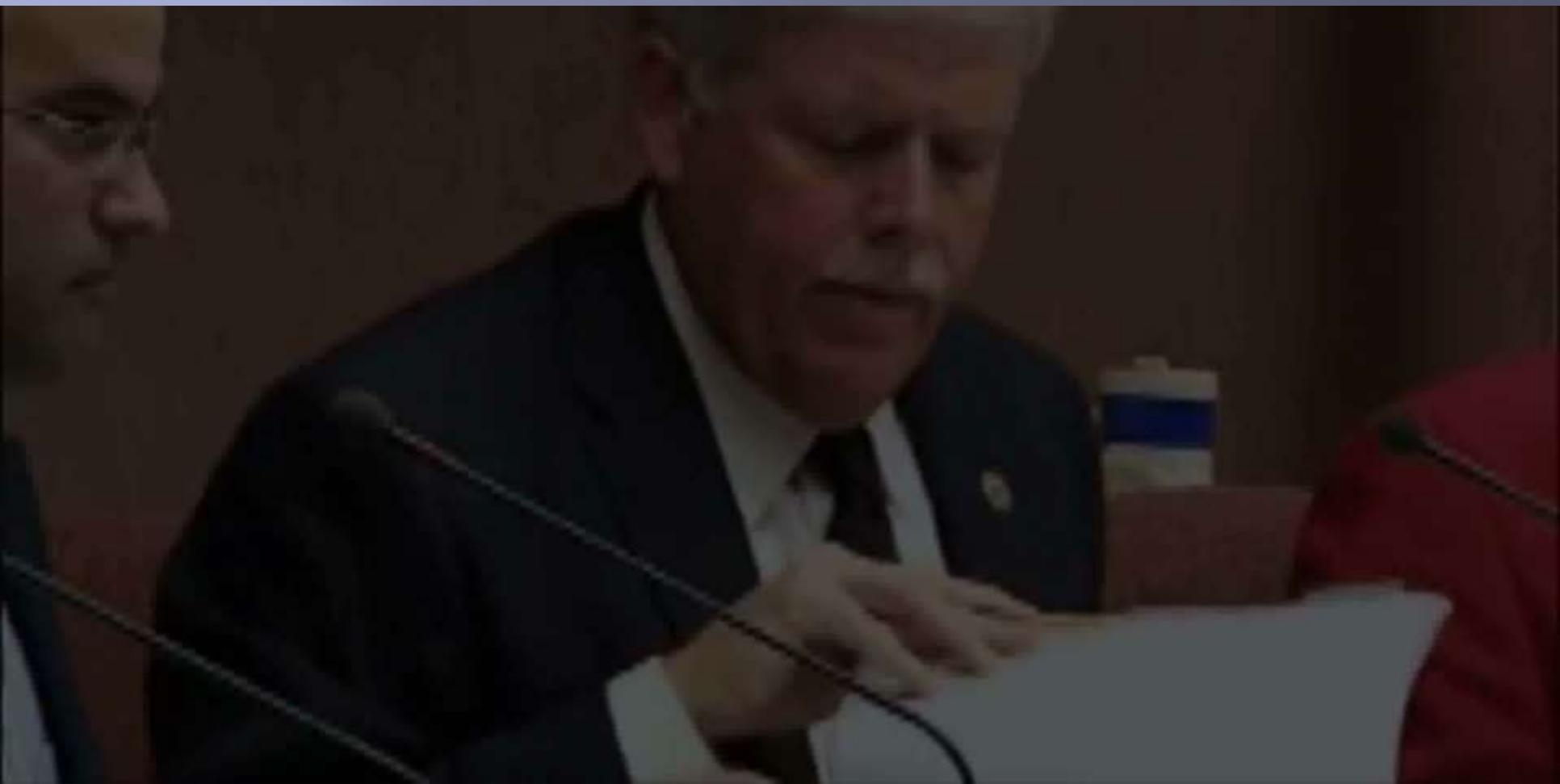




ACTIVE SHOOTER HOW TO RESPOND



**FLORIDA SCHOOL BOARD SHOOTING
Video**



The Westmoreland County Park Police
Department is the primary law
enforcement agency for
Westmoreland County
properties.

EMERGENCY
PHONE
NUMBER
911

PROFILE OF AN ACTIVE SHOOTER

An Active Shooter is an individual actively engaged in killing or attempting to kill people in a confined populated area; in most cases active shooters use firearms and there is no pattern or method to their selection of victims.

Active shooter situations are unpredictable and evolve quickly. Typically the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims.

Because active shooter situations are often over within 10 to 15 minutes, before law enforcement arrives on the scene, individuals must be prepared both mentally and physically to deal with an active shooter.

Good Practices for Coping with an Active Shooter Situation

Be aware of your environment and any possible dangers.

Take note of the two nearest exits in any facility you visit.

If you are in an office, stay there and secure the door.

If you are in a hallway, get into a room and secure the door.

As a last resort, attempt to take the active shooter down. When the shooter is at close range and you cannot flee, your chance of survival is much greater if you try to incapacitate him/her.

CALL 911

When safe to do so!

How to Respond When an Active Shooter is In Your Vicinity

Quickly determine the most reasonable way to protect your own life. Remember that visitors are likely to follow the lead of employees and managers during an active shooter situation.

RUN

If there is an accessible escape path, attempt to evacuate the premises. Be sure to:

- Have an escape route and plan in place.

- Evacuate regardless of whether others agree to follow

- Leave your belongings behind.

- Help others escape, if possible.

- Prevent individuals from entering an area where the active shooter may be.

- Keep your hands visible.

- Follow the instructions of any police officers.

- Do not attempt to move wounded persons.

- Call 911 when you are safe.

HIDE

If evacuation is not possible, find a place to hide where the active shooter is less likely to find you.

Your hiding place should:

- Be out of the active shooter's view.

- Provide protection if shots are fired in your direction.

- Not trap or restrict your options for movement.

To prevent an active shooter from entering your hiding place:

- Lock the door.

- Blockade the door with heavy furniture.

If the active shooter is nearby:

Silence your cell phone.

Turn off any source of noise (radios, TV's).

Hide behind large items (cabinets, desks).

remain quiet.

If evacuation or hiding out are not possible:

Remain calm.

Dial 911, if possible, to alert police to the active shooter's location.

If you can not speak, leave the line open and allow the dispatcher to listen.

FIGHT

As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter by:

- Acting aggressively as possible against him/her.
- Throwing items and improvising weapons.
- yelling.
- Committing to your actions.

How to react when law enforcement arrives.

Remain calm and follow officers instructions.

Put down any items in your hands.

Immediately raise hands and spread fingers.

Keep hands visible at all times.

Avoid making quick movements toward officers such as holding onto them for safety.

Avoid pointing, screaming and/or yelling.

Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises.

How to Respond When Law Enforcement Arrives.

Law enforcement's purpose is to stop the active shooter as soon as possible. Officers will proceed directly to the area in which the last shots were heard.

Officers usually arrive in teams of four.

Officers may wear regular patrol uniforms, external bulletproof vests, Kevlar helmets, and/or other tactical equipment.

Officers may be armed with rifles, shotguns, and handguns.

Officers may use pepper spray or tear gas to control the situation.

Officers may shout commands, and may push individuals to the ground for their safety.

The first officers to arrive to the scene will not stop to help injured persons. Expect rescue teams comprised of additional officers and emergency medical personnel to follow the initial officers.

These rescue teams will treat and remove any injured persons.

They may also call upon able-bodied individuals to assist in removing the wounded from the premises.

Once you have reached a safe location or an assembly point, you will likely be held in an area by law enforcement until the situation is under control and all witnesses have been identified and questioned.

Do not leave until law enforcement authorities have instructed you to do so.

Information To Provide to Law Enforcement or 911.

Location of the active shooter

Number of shooters if there is more than one.

Physical description of shooter/s.

Number and type of weapons held by the shooter/s.

Number of potential victims at the location.

Training Your Staff For An Active Shooter

To best prepare your staff for an active shooter situation, create an Emergency Action Plan and conduct training exercises. These will prepare your staff to effectively respond and help minimize loss of life.

Components of an Emergency Action Plan

Create the Emergency Action Plan with input from several stakeholders including Park Police, Human Resources Department, Department Heads, faculty, grounds crew, and maintenance personnel.

An Effective Emergency Action Plan Includes

A preferred method for reporting fires and other emergencies.

An evacuation policy and procedure.

Emergency escape procedures and route assignments.

Contact information for individuals to be contacted in the event of an emergency.

Address and phone numbers of local hospitals.

An emergency notification system to alert various parties of an emergency including;

Individuals at remote locations in the premises.

Park Police, State Police, and other local police departments.

Local area hospitals.

Components of Training Exercises

The most effective way to train your staff to respond to an active shooter situation is to conduct mock active shooter training exercises.

Recognize the sound of gunshots.

Reacting quickly when gunshots are heard and/or when a shooting is witnessed.

Run

Hide

Fight

Calling 911.

Reacting when law enforcement arrive.

Adopting the survival mind set during times of crisis.

Additional Way to Prepare For and Prevent an Active Shooter Situation

Preparedness

Ensure there are at least two evacuation routes. Post evacuation routes throughout the facility. Include additional local law enforcement, fire departments and ambulance services.

Prevention

Foster a respectful workplace. Be aware of indications of workplace violence and take remedial actions accordingly.

Preparing for and Managing an Active Shooter Situation

Planning for emergency situations will help to mitigate the likelihood of an incident by establishing the mechanisms described below.

Human Resources' Responsibility

Conduct effective employee screening and background

Create a system for reporting signs of potentially violent behavior.

Make counseling services available to employees.

Develop an Emergency Action Plan which includes policies and procedures for dealing with an active shooter situation, as well as after action plan.

Facilities Manager Responsibility

Institute access controls (i.e. keys and security systems pass codes).

Distribute critical items to appropriate employees;

- Floor Plans

- Keys

- Facility personnel lists and telephone

Coordinate with the Park Police to ensure the physical security of the location.

Assemble Crises Kits containing

- Radios

- Floor Plans

- Staff Rosters and Emergency Contact Numbers

- First Aid Kits

- Flashlights

Place removable floor plans by entrances for first responders.

Reactions of Administrators During an Active Shooter Situation

Employees, students, and visitors are likely to follow the lead of administrators during an emergency situation.

During an emergency, administrators should be familiar with their Emergency Action Plan and be prepared to:

- Take Immediate Action

- Remain Calm

- Lock and Barricade Doors

- Evacuate staff and students via a planned evacuation route to a safe area.

Assisting Individuals with Special Needs and/or Disabilities

Ensure that the Emergency Action Plan evacuation instructions and any other relevant information address individuals with special needs and/or disabilities.

The building should be handicap-accessible, in compliance with ADA requirements.

Managing the Consequences of an Active Shooter Situation

After the active shooter has been incapacitated and is no longer a threat, Administrators should engage in post-event assessments and activities, including

- An accounting of all individuals at a designated assembly point to determine who, if anyone is missing and potentially injured.

- Determining a method for notifying families of individuals affected by the active shooter , including notification of casualties.

- Assessing the psychological state of individuals, and referring them to health care specialists.

- Identifying and filling any critical personnel or operational gaps left in the organization as a result of an active shooter.

Recognizing Potential Workplace Violence

An active shooter in your workplace may be a current or former employee, or an acquaintance of a current or former employee. Intuitive administrators and coworkers may notice characteristics of potentially violent behavior in an employee. Alert the Human Resources Department and the Park Police if you believe a staff member or coworker exhibits potential violent behavior.

Indicators of Potential Violence by an Employee

Employees typically do not just “snap”, but display indicators of potentially violent behavior over time. If these behaviors are recognized, they can often be managed and treated. Potentially violent behaviors by an employee may include one or more of the following (This list is not comprehensive, nor is it intended as a mechanism for diagnosing violent tendencies);

Increase use of alcohol and/or illegal drugs

Unexplained increase in absenteeism

Noticeable decrease in attention to appearance and hygiene

Depression / withdrawal

Resistance and overreaction
to changes in policy and procedures

Increased severe mood swings

Noticeably unstable emotional responses

Explosive outbursts of anger or rage without provocation

Suicidal; comments about putting things in order

Behavior which is suspect of paranoia.
("everyone is against me)

Increasingly talks of problems at home

Escalation of domestic problems into the workplace;
talk of severe financial problems

Talk of previous incidents of violence

Empathy with individual committing violence

Increase in unsolicited comments about firearms, other
dangerous weapons and violent crimes

Managing The Consequences of an Active Shooter Situation

After the active shooter has been incapacitated and is no longer a threat, a post-event assesment meeting should be held.

Accounting of all individuals at a designated assembly point to determine who, if anyone, is missing or injured.

Determine a method for notifying families of individuals affected by the active shooter, including notification of any casualties.

Assessing the psychological state of individuals on scene, and referring them to health care specialists accordingly.

Identifying and filling any critical personnel or operational gaps left in the otganization as a result of the active shooter.

Lessons Learned

To facilitate effective planning for future emergencies, it is important to analyze the recent active shooter situation and create an after action report. The analysis and reporting contained in this report is useful for;

Serving as documentation for response activities.

Identifying successes and failures that occurred during the event.

Providing an analysis of the effectiveness of the existing Emergency Action Plan.

Describing and defining a plan for making improvements to the Emergency Action Plan.

RUN HIDE FIGHT VIDEO



U.S. Department of Homeland Security

Washington, DC 20528

cfsteam@hq.dhs.gov

<http://www.dhs.gov/active-shooter-preparedness>

